

AGREEMENT

BY AND BETWEEN THE

CENTRAL REGIONAL HIGH SCHOOL BOARD OF EDUCATION

AND THE

CENTRAL REGIONAL PRINCIPALS' ASSOCIATION

X 1979 - 80

1980 - 81

1981 - 82

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Labor Relations

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PREAMBLE

This Agreement is entered into this day of *August 21, 1980* by and between the Central Regional Board of Education, hereinafter referred to as the "Board", and the Central Regional Principals' Association, hereinafter referred to as the "Association."

ARTICLE I

Recognition

A. Unit Membership

In accordance with the New Jersey Employer-Employee Relations Act of 1968 as amended the Board hereby recognizes the Association as the exclusive and sole representative concerning collective negotiations for all full time, regularly employed certified administrative personnel, including:

Principals, Assistant Principals, Director of Athletics, but excluding:

Classroom Teachers, Department Heads, Guidance Personnel, Specialists, Coordinator of Curriculum & Instruction and all other personnel not specifically designated herein.

*Director of Pupil Personnel to be included in the unit membership for the 1979-80 school year.

B. Reference

Unless otherwise indicated, the term "administrator" when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as defined in the Article, and references to males shall include references to females.

ARTICLE II

Negotiations Procedure

The parties agree to enter into collective negotiations in accordance with the New Jersey Employer-Employee Relations Act of 1968 as amended and the rules and regulations of the Public Employment Relations Commission promulgated thereunder.

ARTICLE III

Temporary Leave of Absence

A. Sick Leave

Personnel covered hereunder shall be entitled to twelve (12) days sick leave per twelve (12) month employees, ten (10) days per ten (10) month employees. Sick leave shall be defined in accordance with N.J.S.A. Title 18A. Unused sick leave days shall be accumulated from year to year with no maximum limit.

The Board agrees to reimburse unit members upon retirement for unused sick leave with the following provision:

- a. Employees shall have ten (10) consecutive years of service within the district and shall give one (1) year advance notice of retirement to be reimbursed for 50% of sick leave above 45 days at the per diem rate at the time of retirement.

B. Personal Leave

The Board recognizes that there may be from time to time necessity for temporary leave based upon personal business and/or affairs which cannot be performed other than during working hours. Upon application to the Superintendent of Schools with reasonable advance notice, except in case(s) of emergency, temporary leave may be granted for good and sufficient reason.

ARTICLE IV

Extended Leave of Absence

- A. Except as may be expressly required by law, the Board upon recommendation of the Superintendent of Schools reserves sole discretion in the granting of extended leave with or without pay. Such leave may be granted as the Board may deem good and sufficient reason.
- B. Upon return from leave granted by the Board, an administrator shall be considered as if he/she were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he/she would have achieved had he/she not been absent.

ARTICLE V

Vacation Leave

- A. Personnel covered hereunder shall be entitled to twenty (20) days vacation per twelve (12) month employee. Ten (10) month employees are entitled to leave in June not sooner than the close of school at the discretion of the building Principal. Such entitlement shall accrue at the completion of each fiscal year of service, except where employment is less than one fiscal year in which case vacation shall be prorated based upon length of employment.
- B. Vacation shall be taken during the summer academic break except as may be specifically granted otherwise. Upon approval of the Superintendent of Schools, persons covered hereunder may elect to reserve vacation days in an amount not to exceed five (5) days per annum for use during the school year. Use of such vacation leave during the school year shall be subject to the approval of the Superintendent of Schools.
- C. Vacation shall be used in the fiscal year in which it accrues or within one (1) fiscal year thereafter. Failure to use vacation leave as prescribed herein shall constitute a waiver of such leave, except where the use of accumulated vacation leave is expressly forbidden.

- D. Upon voluntary separation, accumulated unused vacation leave shall serve as severance pay. The salary rate then earning shall be used for severance pay determination. The calculation of severance pay shall be prorated and based upon actual time worked.
- E. Nothing contained in this Article shall be construed to reduce vacation leave previously accumulated by persons covered hereunder.

ARTICLE VI

Professional Development

- A. The Board shall assume the full cost of approved expenses for professional development expressly requested or required in writing by the Superintendent of Schools to attend.
- B. Upon recommendation of the Superintendent of Schools and approval of the Board, necessary funds shall be allocated for the purpose of membership dues in state and national professional associations which relate directly to the area of an administrator's responsibility and/or position.
- C. All publications received as a result of these memberships shall be deposited with the district for use by the Association, Board and all professional staff members.
- D. Budgetary allocation shall be made for management in-service training programs upon recommendation of the Superintendent of Schools and approval by the Board. Such programs shall include, national and/or state conferences, in-district seminars, and/or county, state, or national conventions.
- E. Personnel covered hereunder shall be entitled to reimbursement up to a maximum of \$400.00 per year per person for graduate courses approved by the Superintendent.

ARTICLE VII

Hospital and Medical Coverage

- A. The Board shall provide with no expense to the persons covered hereunder participation in the Hospital Service Plan of New Jersey and Medical-Surgical Plan of New Jersey for full family coverage (extended coverage for dependents until age 23) including Blue Cross-Blue Shield, Rider J, Major Medical at the 750 Series, Dental (without orthodontics) and optical.
- B. The Board shall also provide a family membership prescription plan with a one-dollar co-pay provision.
- C. Nothing contained herein shall deny or restrict the Board in making sole determination of the carrier(s) provided it can demonstrate to the Association that any change in carriers results in no reduction in benefits or services.

ARTICLE VIII

Grievance Procedure

- A. The Association or any member(s) thereof shall have the right to appeal an alleged misapplication, misinterpretation, or violation of this Agreement or any administrative decision rendered thereunder pursuant to this Article.
- B. Upon written request specifying the nature of the appeal, the specific section of the contract in dispute and any pertinent information which gave rise to the appeal, the Association or any member(s) thereof shall have the right to meet with the Superintendent of Schools for the purpose of resolving the dispute. Within a reasonable time period, the Superintendent shall issue a written decision.

- C. If dissatisfied with the disposition of the appeal/decision, the Association or any member(s) thereof shall have the right to meet with the Board of Education or committee thereof for the purpose of resolving the dispute. Within a reasonable time period, the Board shall issue a written decision.
- D. Under any and all circumstances, the decision of the Board shall be final and binding.

ARTICLE IX

Work Year

The in-school work year for all personnel covered hereunder shall be as the Superintendent designates and/or as personnel may determine necessary to perform assigned responsibilities. In no case, however, shall the in-school work year exceed 225 days including all days on which academic sessions are cancelled on account of inclement weather.

ARTICLE X

Travel Reimbursement

Persons covered hereunder expressly requested or required to travel in connection with their assigned duties shall be reimbursed at a rate of seventeen (17¢) cents per mile. This provision applies as follows:

- a. Travel expenses for all official school business within the District not normally related to the specific job functions of the titled position in question are reimbursable.
- b. For travel expenses outside of the District, application shall be made to the Superintendent prior to the event.

ARTICLE XI

Administrative Salary Schedule

1979-82

	<u>1979-1980</u>	<u>1980-1981</u>	<u>1981-1982</u>
Sr. High School Princ.	\$30,271.00	\$32,375.00	\$34,503.00
Jr. High School Princ.	29,217.00	31,219.00	33,222.00
Sr. High School V. Princ.	21,020.00	22,670.00	24,320.00
Jr. High School V. Princ.	23,015.00	24,415.00	25,815.00
Jr./Sr. High School V. Princ.	17,996.00	19,690.00	21,346.00
Athletic Director	24,717.00	25,742.00	26,767.00

The Board reserves the right to withhold salary increases for just cause.

ARTICLE XII

Separability

If any provision of this Agreement is found to be contrary to law by an administrative agency or court of proper jurisdiction, then that provision shall become null and void, but all other provisions of this Agreement shall remain in full force and effect.

ARTICLE XIII

Druation of Agreement

This Agreement shall be effective, retroactive, as of July 1, 1979 and shall continue in effect until June 30, 1982, subject to the Association's right to negotiate a successor agreement according to the procedure set forth in Article II. This Agreement shall not be extended orally, and it is understood that it shall expire on the date indicated.

In witness thereof, the parties thereto have caused this Agreement to be signed as a covenant of execution for the aforesaid dates by their respective officers.

For the Board of Education

By	<u>Richard Smyth</u>	<u>President</u>
Attest	<u>Charles Fanele</u>	<u>Secretary</u>

For the Principals' Association

By	<u>Wm D McConnel</u>	<u>President</u>
Attest	<u>Jo Ann Pagano</u> <u>Treasurer</u>	<u>Secretary</u>